

The following chart shows which states have mandatory E-Verify laws that apply to private employers and/or to state contractors and subcontractors. Some states' statutes apply to all employers, while others have a narrower applicability.

Jurisdictions that have no requirements beyond federal law regarding E-Verify are marked N/A.

Jurisdiction	Covered Employers	Penalty	Additional Information
Federal	Voluntary, unless required by state law or certain federal contracts.		
Alabama	All employers	Cancellation of state government grants or incentives and suspension or revocation of business license up to 60 days, and possible debarment from state contracts. A business license can be permanently revoked on a second offense.	
Alaska	N/A		
Arizona	All employers	Temporary AZ business license suspension for 10 days upon first offense; permanent AZ business license suspension upon second offense.	
Arkansas	N/A		
California	N/A		The state and California municipalities are banned by law from mandating E-Verify use as condition of a government contract or preserving a business license
Colorado	Contractors with a state agency or political subdivision contract must use the federal E-Verify system or the state employment verification system	Contractors may become ineligible to receive state contracts. The Colorado Secretary of State's Office will post the names of vendors using contractors who knowingly employ illegal aliens to perform work on any public contracts for the state.	
Connecticut	N/A		
Delaware	N/A		
Washington, DC	N/A		
Florida	State contractors and subcontractors		Executive Order

State	Covered Employers	Penalty	Additional Information
Georgia	Private employers with more than 10 employees and state contractors	Failure to comply could result in the suspension or denial of a business license, occupational tax certificate, or other document required to operate a business in the state.	
Hawaii	N/A		
Idaho	Contractors and subcontractors	Immediate cancellation of the contract, reversion of unspent public funds, and monetary penalties. Every contract by a state agency for a state project or service shall include appropriate civil penalties for violating this executive order.	Executive Order
Illinois	N/A		Places limits on E-Verify use by employers
Indiana	State and local government contractors, plus businesses receiving grants of more than \$1,000 from a state agency or subdivision	While E-Verify is not mandated for private employers, those who don't use E-Verify may fail to qualify for certain tax credits on state income taxes.	
Iowa	N/A		
Kansas	N/A		
Kentucky	N/A		
Louisiana	Private employers that bid on public works projects and subcontractors	Failure to complete the affidavit or use E-Verify as required would cause the work to be terminated and bar the contractor from future bidding or contract work for a period of up to three years.	Any private employer that uses E-Verify is not subject to any penalty as a result of its reliance on the system's accuracy
Maine	N/A		
Maryland	N/A		
Massachusetts	N/A		
Michigan	State department of human services contractors and transportation department contractors and subcontractors for construction, maintenance and engineering services		Transportation department contractors may be subject to a state audit to ensure E-Verify use
Minnesota	Public contractors and any subcontractors on state contracts of more than \$50,000		

State	Covered Employers	Penalty	Additional Information
Mississippi	All employers	Employers who do not use E-Verify may have all state contracts terminated and become ineligible for public contracts for three years, and/or may have licenses, permits, or certificates suspended for one year.	
Missouri	Any employer with a state contract or grant of more than \$5,000	A violating company's business permit and licenses shall be suspended for 14 days. Upon the first violation, the state may terminate contracts and bar the company from doing business with the state for 3 years. Upon the second violation, the state may permanently debar the company from doing business with the state.	
Montana	N/A		
Nebraska	Public contractors and employers receiving state tax incentives	Loss of eligibility for state contract work and/or state economic incentives.	
Nevada	N/A		
New Hampshire	N/A		Provides affirmative defense in identity fraud cases to employers that use E-Verify
New Jersey	N/A		
New Mexico	N/A		
New York	N/A		
North Carolina	Private employers with 25 or more employees, plus all public contractors and subcontractors	Failure to comply can result in civil fines (\$10,000+) and notification to U.S. Immigration and Customs Enforcement and local law enforcement agencies.	
North Dakota	N/A		
Ohio	N/A		
Oklahoma	All public contractors and subcontractors	Ineligibility to receive state contracts.	Does not apply to contracts entered into before July 1, 2008, even if the work was performed afterwards
Oregon	N/A		

State	Covered Employers	Penalty	Additional Information
Pennsylvania	All public works contractors and subcontractors	First violations incur a warning letter detailing the violation, posted on the website of The Department of General Services of the Commonwealth. On a second violation, the contractor is debarred from public work for 30 days. Upon subsequent violations, the contractor is debarred from public work for 180-365 days. In the case of willful violation, the contractor is debarred from public work for a period of three years. Contractors will also incur a penalty of \$250-\$1,000 per violation.	Defines public works as projects estimated to cost more than \$25,000 paid in whole, or in part, with public funds
Rhode Island	N/A		
South Carolina	All employers	Possible civil penalty of up to \$1,000 per violation and the revocation of the business license.	
South Dakota	N/A		
Tennessee	Private employers with 50 or more employees must use E-Verify	First-time offenders with knowing violations are subject to a \$500 company penalty as well as a \$500 fine for each employee and non-employee the company failed to verify. For repeat offenders, the penalties may rise to as high as a \$2,500 company fine plus and additional \$2,500 for each employee. There is also a \$500 penalty for failing to enroll in E-Verify and a \$500/day penalty for failing to timely produce evidence of compliance within 45 days of a final order of violation.	Private employers with six to 49 employees either must use the federal E-Verify system or require newly hired employees to provide certain documents to establish their identity and employment authorization
Texas	Contractors and subcontractors of the transportation department and Railroad Commission		State agencies
Utah	Private employers with 15 or more employees and public works contractors	Ineligibility to enter into state contracts.	

State	Covered Employers	Penalty	Additional Information
Virginia	Contractors with an average of 50 or more employees for the previous 12 months entering into a contract of more than \$50,000 with any state agency	Any employer, including contractors, found to be in violation shall be debarred from entering into a contract with any state agency for up to one year. The employer shall be released from debarment upon registration and participation in E-Verify. A contractor who fails to enroll and participate in E-Verify may be denied prequalification for contracts.	
Washington	County Specific	County Specific	
West Virginia	N/A		Except for service providers whose employees are regularly working on state capitol grounds
Wisconsin	N/A		
Wyoming	N/A		